The A. F. of L. Weekly News Service gives news summaries and authentic information of matters affecting labor in the industrial, legislative, and judicial fields, also valuable information of benefit to the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

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The liberty of the individual is the necessary postulate of human progress.—Ernest Rowan.

WHOLE NO. 1266 WILLIAM GREEN, President WASHINGTON, D. C., SATURDAY, JULY 20, 1935 FRANK MORRISON, Secretary VOL. 25, NO. 29

House of Representatives Rejects Clark Amendment to Security Bill

Stands Pat on Position that Private Annuity Schemes Would Jeopardize Government Old-Age Pension Plan—A. F. of L. Opposes Amendment.

By A. F. of L. News Service.

Washington, D. C.—The House of Representatives by a decisive vote defeated the Clark amendment to the Roosevelt Social Security Bill, inserted by the Senate, authorizing the continuance of private systems of old-age annuities and exempting concerns having them from the payroll tax provided for financing the Government's measure. At the same time the Senate voted to support the amendment ,thus creating a deadlock.

The vote in both houses was taken in connection with the report submitted by the Senate and House conferees adjusting the differences in the measure caused by the various Senate amendments with the exception of Senator Clark's proposal. Both houses adopted the recommendations of the conferees on the other controversial features of the measure.

Would Cripple Measure, Doughton Says

Chairman Doughton, of the House Ways and Means Committee, led the fight in the House for the rejection of the Clark amendment.

"I am sure," he said, "that the effect of the Clark amendment will be to cripple or destroy this legislation so that its purposes will not be carried out or be accomplished.

"If the Clark amendment should be adopted it would throw the burden on the weak, or almost entirely upon the Government, and that of itself, in my judgment, would tend to so weaken the whole plan that it will be of little or no benefit.

Questions Constitutionality

"If this law is to succeed it must have two purposes. It must accomplish the purposes for which it was designed, and it must also stand the test of the courts, and everyone who is familiar with this bill, who is qualified to pass a legal opinion, is convinced that if the Clark amendment is adopted, it seriously endangers the constitutionality of the bill."

Victimizes Workers, Green Declares

William Green, president of the American Federation of Labor, sent a strong letter to each member of the House urging the defeat of the amendment.

"We know of cases," he said, "where employes after making contributions to old-age pension funds for many years have been discharged by the employers. The employes have no control over the question of discontinuing them. The employer has absolute power.

"One of the greatest objections to the private old-age pension plan is that the employes become the victims. Men 46 years of age and over are finding employment and there is no hope for them except under the provisions of the National Security Bill as passed by the House.

Employes Kept in Subjection

"Therefore, in the name of the organized wage earners of the United States as well as the unorganized, I wish to appeal to you to support by incorporating in the Social Security Bill the Clark amendment.

"Unless this is done hundreds of thousands of employes will be subject to the exemption of employers who for private reasons establish security plans for the purpose of keeping their employes in subjection."

With the Senate and the House deadlocked on the Clark amendment it is believed here that the influence of President Roosevelt would be necessary to adjust the disagreement.

CARPENTERS BROTHERHOOD CHARTERS 49 NEW LOCALS

By A. F. of L. News Service.

Indianapolis, Ind.—The United Brotherhood of Carpenters and Joiners announced that 49 new locals of that organization had been recently chartered in 16 States. The list, arranged by States and localities, follows:

Alabama—Calera, Morris, Warrior.
Arkansas — El Dorado, Clarksville, Hope, Malvern, Prescott.
California—Laguna Beach, San Pedro.
Idaho—Priest River.
Indiana—Wabash.
Montana—Boulder.
New York—Carmel, Kent.
North Carolina—Goldsboro.
Ohio—Dover.
Oklahoma—Anadarko.
Oregon—Marshfield, Oakridge, Reedsport, Portland, Tillamook, Cottage Grove.
South Dakota—Watertown.
Texas—Alvin, Jacksonville.
Washington—Aberdeen, Cedarhome, Centralia, Darrington, Deep River, Deer Park, Ione, Longview, Port Angeles, Seattle, Sedro-Woolley, Sultan, Tacoma.
West Virginia—Buckley, Wellsburg, Winster Springs.
Wyoming—Fox Park.

DISABLED WAR VETERANS ENDORSE AFL DIRECTIVES

By A. F. of L. News Service.

Los Angeles—The recent annual fourteenth convention of the Department of California, Disabled Veterans of the World War, adopted a resolution commending the American Federation of Labor for its efforts in behalf of working men and women. The resolution reads:

"Whereas, The necessity of organization is recognized in our present highly developed state of society; now, therefore, be it

"Resolved, That we agree with the principles and objectives of the American Federation of Labor in the organization of those who make up the vast laboring class in our country, thereby bringing this class to a higher standard of living in citizenry; and be it further

"Resolved, That the Disabled American Veterans of the World War, Department of California, Inc., in fourteenth annual convention assembled commend the American Federation of Labor for its zealous efforts on behalf of the workers of the United States, that this resolution be adopted by the convention assembled, and that a copy be sent to the Secretary of the American Federation of Labor."

The resolution was submitted to the convention by Past Commander N. A. Sil, San Jose.

The officers of the department are: C. Bert Allen, Commander; Commander Irwin J. Landis, Department Adjutant Treasurer. The headquarters are in Los Angeles.

AUTO WORKERS' CONVENTION OPENS IN DETROIT AUG. 26

By A. F. of L. News Service.

Detroit, Mich.—Delegates from the locals of the United Automobile Workers of Federal Labor Unions, affiliated with the A. F. of L., will meet here August 26 to establish an international union.

Some weeks ago William Green, president of the American Federation of Labor, requested officials of all the locals to express their views as to the advisability of establishing a national organization. The responses of the officials, reflecting the views of the members, were overwhelmingly in favor of the international union, according to the information given out by the Detroit office of the A. F. of L. here.

INDEPENDENT BOARD WILL ADMINISTER ROOSEVELT'S SOCIAL SECURITY MEASURE

Unemployment Insurance Limited to Employes of Concerns Employing Eight or More Persons—Old-Age Pensions Begin at Sixty-Five Years —Measure Affects 30,000,000 People.

By A. F. of L. News Service.

Washington, D. C.—The adoption by the Senate and House of Representatives of the conferees' report on the controversial features of the Social Security Bill except the Clark amendment established the final set-up of the measure with the single exception of whether employers' private annuity plans shall be exempted.

The measure includes provisions for unemployment insurance, old-age pensions, assistance to dependent mothers and children and aid to the blind. Qualified experts estimate that around 30,000,000 people will receive benefits from the bill.

Following are the major points in the measure as finalized by the adoption of the conferees' report:

The measure will be administered by a Social Security Board independent of all other Government agencies. The aid to dependent children will also be administered by the Board.

All employers of eight or more persons for 20 weeks out of a year must come under the payroll unemployment insurance tax program.

States may adopt the Wisconsin plan for separate unemployment reserve, or the pool plan or some other system at their discretion.

Old-Age Pensions

Persons more than 65 years of age will be eligible for old-age pensions provided they are out of employment. Grants from the sums the Federal Government will give the States an outright grant of $15 a month, which amount is to be matched by the State. This rule is modified by the provision that in States where constitutional prohibitions prevent the voting of funds to match Federal grants individual cities and counties may enter the plan and match the grants for the benefit of their own aged.

Liberal aid is provided in the form of grants to the States for dependent children, crippled children and maternal and infant care.

The Federal Government does not pay directly either unemployment insurance or old-age pensions. The function of the Government is to assist the States financially, both unemployment insurance and old-age pensions under certain standards declared and administered by the Government.

South Carolina Federation Of Labor Recommends State Wagner Labor Dispute Bill

By A. F. of L. News Service.

Columbia, S. C.—In view of the fact that the Wagner-Connery Labor Disputes Bill is limited to disputes affecting interstate commerce, organized labor in South Carolina believes that for the complete protection of the workers here there should be a similar State law.

Acting on this conviction the executive committee of the State Federation of Labor instructed its legislative committee to prepare and present for the introduction at the 1936 session of the South Carolina Legislature.

The bill would include in a State law the provisions of the Wagner bill guaranteeing to all workers in the State the right of union organization and collective bargaining together with the prohibition of certain outstanding schemes like company-promoted organizations which subvert the employers frequently use to victimize union members and destroy bona fide labor unions. The measure would be limited to employes of firms doing an intrastate business.

Pueblo Labor Official Named Colorado Relief Board Head

Pueblo, Colo. (AFLNS).—Earl M. Kouns, former secretary of the Pueblo Trades and Labor Assembly and Pueblo County Commissioner, was named executive secretary of the Colorado State Relief Committee with headquarters in Denver. The appointment was made by Governor Edwin C. Johnson of Colorado. The office carries a salary of $250 per month.

The relief committee controls the expenditure of about $300,000 per month for relief work throughout the State and $100,000 for old-age pensions. The funds for these purposes are raised by the State sales tax.

Los Angeles Carpenters Vote 30-Hour Week, $1.10 An Hour

Los Angeles, Calif. (AFLNS).—By a referendum vote the Los Angeles County District Council of Carpenters established a scale of $1.10 per hour for a six-hour day and five-day week. The new scale goes into effect August 1.

EDITORIALS

Kill the Clark Amendment

Fortunately for the millions of wage earners involved, the House of Representatives refused to accept the Clark amendment to the old-age pension section of the Social Security Bill and insisted on its conferees banning the proposal. The Senate, however, took the reactionary position of instructing its conferees to insist on keeping the amendment in the bill. A brief examination of the Clark amendment will indicate the unsoundness of the Senate's stand.

The Clark amendment permits the continuance of private pension plans and exempts concerns having them from taxes on payrolls for old-age pensions which the measure provides. This very materially weakens the old-age pension system.

It is well known that many industries with private pension plans make it a general practice to discharge employes when they approach the retirement age. Representative Withrow, of Wisconsin, who has long been a member of one of the railroad brotherhoods, emphasized this point, "In cases where railroads now have company pension plans to which both employer and employe contribute," he said, "it has been our experience that the managements have found reasons to lay off employes on one pretext or another prior to the time they reach a pensionable age."

Moreover, private pension plans can be abolished at the will of the companies which established them without consideration of the rights of the insured employes.

Instances are on record where the employes of companies with insurance plans who sold out to other companies were not reimbursed for the contributions they had made to the insurance funds.

Private pension schemes also make it more difficult for older men to secure employment. Employes more than 40 years of age are quite generally barred from jobs. They will not receive pensions if the private plans are continued. The amendment would also prevent many thousands of persons over 65 years of age from receiving pensions.

Moreover, private companies follow the practice of building retirement systems on contributions from younger workers, who are called "good risks." The Government plan, however, insures all workers and spreads the risks over young and old. The dual system authorized by the Clark amendment would enable private companies to keep the good risks and discharge the older workers to be provided for by the Government. It is evident that under the amendment the Government system would suffer in both directions.

Originally private pension schemes were set up in industries which did not want their employes to join bona fide labor organizations. The schemes were developed into a sort of company union which gave the industries complete control over their employes.

All the subversive corporations and individual employers in the United States who oppose a bona fide system of old-age pensions lined up solidly in favor of the Clark amendment. It has no place in the Social Security Bill. The Senate should not have adopted it. The House of Representatives performed an act of statesmanship in refusing to accept it. The Senate should recede from its untenable position and agree to the elimination of the amendment from the measure. By so doing the Senate will act not only in the interest of the pensionable aged but also in accordance with the wishes of the people generally, who demand more than anything else a pension system based on just principles.

Four Washington Trucking Concerns Sign Union Pacts

Washington, D. C. (AFLNS).—The Truck Drivers' Union here won a significant victory when its officials signed up four of the principal heavy-hauling concerns with headquarters in Washington for the union shop. The concerns include Georg's Transfer, operating between Washington and Baltimore; Littlefield & Alvord, Park's Transfer Company and the Eagle Transfer Company. The union has a membership of over 200.

Rockford Bartenders' Union Starts Off with 63 Members

Rockford, Ill. (AFLNS).—Rockford organized labor was jubilant over the establishment of the Bartenders' Union here affiliated with the Hotel and Restaurant Employes' International Alliance and Bartenders' International League of America.

The new union started off with 63 members. Union men said this is the first organization of bartenders to be placed Rockford went "dry" by local option in 1912. Josh Brady, a member of the local labor movement for more than 50 years, is president of the union.

Battle Creek Ice Haulers Win $4.20 Pay Boost Pact

Battle Creek, Mich. (AFLNS).—The Teamsters and Chauffeurs' Union of Battle Creek won increased wages for their members in a new contract with the City Ice & Cold Storage Company. $4.20 for a 44-hour week. The wages Ice haulers secured an increase of about drivers secured a 56-hour week with overtime for more hours. The wages of station men vary according to the tonnage of ice sold.

Oakland Sign Painters Win $10.84 Per Day Contract

Oakland, Calif. (AFLNS).—The Sign Painters' Union of San Francisco and Alameda County secured a two years' agreement with the Foster & Kleiser Company here including a wage scale of $10.88 for mechanics and $7.30 for helpers. The company is one of the large outdoor-advertising concerns in the West and employs several hundred men. This is the first agreement which the union has formed with the company in several years.

Freeport Bakers Win Strike For Union Pact and Hours Cut

Freeport, Ill. (AFLNS).—A reduction of four hours at the length of the week and favorable wage adjustments were secured by the organized bakery workers from the Freeport Bakery after a one-day strike. The agreement also provides for recognition of the Bakery and Confectionery Workers' Union. The union has won a favorable contract from the Gold Baking Company. Union officials said these were the first concessions between the Bakery Workers' Union and the Freeport bakery owners in 25 years.

Majority Rule and Collective Bargaining

The Wagner Labor Relations Act provides that "representatives designated or selected for the purpose of collective bargaining by a majority of the employes in a unit appropriate for such purposes shall be the exclusive representatives of all the employes in such unit for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment."

The employes of Cudahy Bros. Co., Milwaukee meat packers, elected Local Union No. 252, Amalgamated Brotherhood of Meat Cutters and Butcher Workmen of North America, as their representative for collective bargaining with the Cudahy management. The vote is reported to have been 595 to 270.

Michael F. Cudahy, president of the company, refused to recognize the meat cutters' union as the sole representative of the employes. By this action he controverted the majority rule principle which received the approval of the Senate Committee on Education and Labor, the House Committee on Labor and was adopted by the House of Representatives.

Senator Wagner, joint author with Representative Connery of the Labor Disputes Bill, gave a tabloid statement of the underlying reasons of the majority rule in collective bargaining when the measure was considered by the Senate. In view of the position taken by Mr. Cudahy, which from press reports is approved by a considerable number of anti-union employers, Senator Wagner's statement is instructive. He said:

"All collective bargaining is simply a means to an end. That end is not the mere exchange of pleasantries between employer and employe, but rather the making of agreements which will stabilize employment conditions and set fair working standards.

"Students of industrial relations are in almost unanimous accord that it is practically impossible to apply two or more sets of agreements to one unit of workers at the same time, or to apply the terms of one agreement to only a portion of the workers in a single unit.

"For these reasons, collective bargaining can be really effective only when workers are sufficiently solidified in their interests to make one agreement covering all. This is possible only by means of majority rule.

"Proper application of majority rule does not mean that he should be free from the orderly processes of determining questions which prevailed in business and in public affairs. That kind of freedom is the trade name for exploitation."

It is clear that all reasoning persons will be compelled to admit the indisputable validity and logic of Senator Wagner's statement. It is regrettable that subversive employers of the Cudahy type resist such a just method as collective bargaining based on majority rule for settling labor disputes regarding wages, hours and work conditions generally.

FIRST UTAH TRADE UNION WAS ESTABLISHED IN 1868

Miss Dee Scorup, in History of Organized Labor in Celery State, Gives Salt Lake City Typographical Local Credit for Initial Work.

By A. F. of L. News Service.

Salt Lake City Utah.—The history of organized labor in Utah dates back to 1868 when Salt Lake Typographical Union No. 115 was established, declares Miss Dee Scorup, in her "History of Organized Labor in Utah," submitted as a thesis to the faculty of the University of Utah in partial fulfillment of the requirements for the degree of Master of Science. The Typographical Union was the only labor organization in Utah until 1889.

Miss Scorup's history is in two parts. The first part gives the history of the organized labor movement as a whole, while the second part is devoted to a history of individual trades in the State. She describes in detail the legislative accomplishments of the Utah State Federation of Labor. The study was submitted to the University in manuscript form.

The Utah Labor News, official publication of the Utah State Federation of Labor, congratulates Miss Scorup on her "painstaking effort to collect data on labor which was then, he added, unwritten. "She did a good job and should have the appreciation and thanks of the entire membership of organized labor in Utah."

In view of the fact that the history was submitted in manuscript form the Labor News suggests that the trade union movement have it printed for circulation among those interested in worthwhile work, the expense being met by subscriptions to insure the cost of printing.

Victimized Limestone Worker Gets Justice Through Union

By A. F. of L. News Service.

Bellefonte, Pa. (AFLNS).—The power of organized workers to protect their members from victimization is shown in the results of the fight which Limestone Workers' Union 19450 of Bellefonte, affiliated with the American Federation of Labor, put up for Andrew S. Thal, Sr., one of their members.

Mr. Thal was discharged by the American Lime and Stone Company here on the charge of having loafed 16 minutes. Although the company, in its official foundation, the company officials refused to put him on his job.

The union arranged to have the matter arbitrated. The arbitrators found the charge put up by Andrew S. Thal against the company to reinstate Mr. Thal as of June 7, the date of his discharge, without back pay from then to the time of his reinstatement.

"Toledo Plan" for Settling Labor Disputes Is "Unworkable, Impracticable," Green Says

Holds Labor Department's "Mediation Panel" Scheme Would Weaken Workers' Right to Strike and Aid Employers by Long Delay.

By A. F. of L. News Service.

Washington, D. C.—The declaration by William Green, president of the American Federation of Labor, that the so-called "Toledo Plan" to settle labor disputes, which is being considered by employers in labor at a conference with the Department of Labor, is "unworkable and impracticable" has put the sponsors of that proposal on the defensive.

The plan was developed by the Department of Labor during its tryout in Toledo, Ohio, where it was presented to employers and employes by Edward F. McGrady, Assistant Secretary of Labor.

According to its promoters, the "Toledo Plan" would begin to function when direct negotiations between employes and employers break up.

Following the collapse the dispute would be placed by the latter in a "panel" of employers and employes, with a representative of the Federal Government at the head.

Strike Right Banned

If this panel could not make appreciable headway, the dispute would be referred to a small panel consisting of one employer, one employe and the chairman.

If the small panel was unable to adjudicate the dispute, an appeal would be made to the full panel to try and settle the issue involved and to the head of the national labor relations board.

Pending these long drawn-out proceedings the workers would yield the right to strike and the employers would undertake not to lockout the employes involved by the dispute.

If the direct appeal to the union chief and the employer proved unable to effect a settlement the employes would have the right to strike and the employer to use the lockout.

Mr. Green declared that the American Federation of Labor would not participate in creating the machinery contemplated under the Department of Labor's proposal because it provided that the labor section of the mediation panels would be chosen by representatives of company unions and of dual unions.

The long delay which the measure provides for conducting disputes was also attacked by Mr. Green. He said that delays mean that the psychological time for employes to exercise their right to quit work would be in ancient history when the mediation efforts were terminated.

Employers Have Advantage

In the meantime, however, the employer concerned in the dispute would be able to build up a force of men to take the strikers' places, effect remake arrangements for turning his orders over to subcontractors to defeat and starve the strikers.

Mr. Green directed attention to the fact that the Automobile Labor Board undertook to create machinery in which outside unions would jointly take part in the collective bargaining negotiations. He said the American Federation of Labor had tested this method and refused to cooperate in that plan.

He also pointed out that when the NRA labor relations board was set up in the petroleum industry provision was made to have the labor membership on the board include a representative of the Oil Field, Gas Well and Refinery Workers of America, affiliated with the American Federation of Labor, and one representative of the company unions.

The A. F. of L. executive council refused to permit its representative to take a seat on the petroleum board. The result was that the board consisted wholly of neutrals.

MEXICAN LABOR DELEGATION, HEADED BY MORONES, CONFERS WITH GREEN

Plans Made to Bring More Latin-American Labor Movements into Pan-American Federation of Labor.

By A. F. of L. News Service.

Washington, D. C.—A delegation from the Republic of Mexico headed by Luis N. Morones, president of the Mexican Federation of Labor, held an important conference with President Green of the American Federation of Labor, at the headquarters of the A. F. of L. here.

In a statement regarding the purpose and results of the conference the American Federation of Labor and the Mexican Federation of Labor, with a view to bringing the American Federation of Labor, economic, social and political problems affecting labor and the Latin American countries were considered and discussed.

The plan was set forth at which all who participated in this conference that especially appointed representatives of the Mexican labor movement in the United States and in Mexico should visit the Latin American countries and confer with the labor representatives of all these countries, and if possible arrange for a Pan-American Labor Congress, and a greater degree of cooperation through affiliation with the Pan-American Federation of Labor.

Equal Protection for Mexican Nationals

"Common problems peculiar to the organized labor movement of the United States and Mexico were considered and discussed in a most constructive and satisfactory way.

"The treatment accorded Mexican nationals in the United States was given particular attention. The officers of the American Federation of Labor assured Mr. Morones that they would insist upon equal protection of the laws applicable to all Mexican nationals who, like the American workingman, are suffering from the effects of unemployment.

"The officers of the American Federation of Labor made it clear that it was their determination and their policy to demand and secure equal protection for Mexican nationals with the working people from all other nations who were accorded relief because of widespread unemployment.

Friendly Relationship

"A cordial invitation was extended by Mr. Morones to the American Federation of Labor to send a fraternal delegates to attend the convention of the Mexican Federation of Labor, which will be held in Mexico City on July 23.

Favorable action was reported.

"Information was exchanged regarding economic, social and political conditions in the United States and in the Republic of Mexico. A perfect and satisfactory understanding was reached upon all questions of interest, as well as upon policy and procedure. The most friendly relations exist between the Mexican and American Federations of Labor.

"Mr. Morones and his associates representing the Mexican Federation of Labor expressed satisfaction over the outcome of the conference held and prior to the end of their visit to the United States."

Long Orders Union Label On State University Paper

Nashville, Tenn. (AFLNS). — The eagle eye of Robert M. Morgan, secretary of the Allied Printing Trades Council of Nashville, discovered that "Gumbo" the student publication of the State University, printed by a Nashville union shop, did not carry the allied printing trades union label.

He brought the matter to the attention of Senator Huey P. Long who exercises considerable control over educational institutions in Louisiana. In a letter to Mr. Morgan, Senator Long said he had never noticed that "Gumbo" did not carry the union label and added that he was accumulating with the State University officials with the request that the label appear in the future on their publication."

Senator Long said it was his policy to have all printing material issued by him carry the union label.

Green Outlines Procedure Under Wagner - Connery Disputes Act

AFL EXECUTIVE COUNCIL CONVENES ON AUGUST 5

By A. F. of L. News Service.

Washington, D. C.—The Summer meeting of the Executive Council of the American Federation of Labor will open on Monday, August 5, at the Ambassador Hotel in Atlantic City, Frank Morrison, secretary of the Federation, announced.

The members of the Executive Council are:

President, William Green (miner); secretary and treasurer pro tem, Frank Morrison (printer); first vice-president, Frank Duffy (carpenter); second vice-president, T. A. Rickert (garment worker); third vice-president, Matthew Woll (photo-engraver); fourth vice-president, John Coefield (plumber); fifth vice-president, Arthur O. Wharton (machinist); sixth vice-president, Joseph N. Weber (musician); seventh vice-president, G. M. Bugniazet (electrical worker); eighth vice-president, Daniel J. Tobin (railway clerk); ninth vice-president, Daniel J. Tobin (teamsters); tenth vice-president, William L. Hutcheson (carpenter); eleventh vice-president, George L. Berry (printing pressman); twelfth vice-president, John L. Lewis (miner); thirteenth vice-president, David Dubinsky (ladies' garment worker); fourteenth vice-president, Harry C. Bates (bricklayer); fifteenth vice-president, Edward J. Gainor (letter carrier).

Warns American Federation of Labor Unions to Accuse Employers of Unfair Labor Practices Only When Sure of Ground.

By A. F. of L. News Service.

Washington, D. C.—William Green, president of the American Federation of Labor, issued a statement calling on officers and members of that organization "to defend and protect" the Wagner-Connery Labor Disputes Act "against all opposition and all attacks which may be made upon it."

The mobilization of organized labor forces to ffgnect the measure was urged by Mr. Green in letters sent to National and International Unions, State Federations of Labor, City Central Bodies, Federal Labor Unions, and A. F. of L. organizers. Accompanying the letter was a detailed explanation of the Act and an analysis of its provisions.

Right to Organize

"The measure provides that working men and women shall have the free choice of their own choosing, free from interference, intimidation or discharge," Mr. Green said in discussing the Act.

"Collective bargaining is provided for, and the right of workers to select the union of their choice and to be represented in wage negotiations with employers by representatives of their own choosing is made mandatory through the exercise of authority conferred upon the National Labor Relations Board provided for in the Act.

Will Defend Constitutionality

"The Manufacturers' Association and other organizations of employers, as well as many individual employers, opposed the enactment of the Wagner-Connery Labor Disputes Act into law. They still maintain their opposition to this measure.

"We are certain that these individuals and organizations who opposed the measure and sought to prevent its enactment into law will challenge its constitutionality and in all probability will carry it to the Supreme Court of the United States for final decision.

"It is the purpose of the American Federation of Labor to defend it, to insist that it be properly enforced and applied, and to supply the best legal talent available to defend it against such attacks as may be made upon it.

"The Wagner-Connery Disputes Act is now the law of the land. Workers have the right to invoke its provisions and to seek protection, both by organization and collective bargaining."

Unfair Labor Practices Banned

Mr. Green pointed out that the Act makes illegal the following "unfair labor practices" by employers:

"1. Interference, restraint or coercion of employes in the exercise of their rights established by this law.

"2. Domination or interference with the formation or administration of any labor organization, or financial support of labor organizations.

"3. Discrimination with regard to hire or tenure of employment, or any term to encourage membership in any labor organization.

"4. Discrimination against workers who file charges against their employers under the Act.

"5. Refusal to bargain collectively with the freely chosen representatives of the employes.

In addition to prohibiting these unfair labor practices, the Wagner Labor Act definitely establishes the principles of majority representation and specifically legalizes the closed shop.

Urges Care in Filing Charges

But he cautioned the unions to be sure of their ground before filing charges against employers under the law.

"Great responsibility," he said, "rests with labor and management alike to see that these new pages in the annals of industrial relations are not marred by a record of strife bred by misunderstanding, misrepresentation, and the deliberate flouting of the law.

"There are five 'don'ts' to remember in handling negotiations," he declared.

"1. Don't file charges unless the union has made an honest effort to get satisfaction from the employer through direct negotiations. There is no success.

"2. Don't file charges unless every other means of peaceful adjustment of the controversy, including mediation, has been exhausted.

"3. Don't file charges unless your charges specifically refer to the unfair labor practices listed in the Act. For example, violation of a union contract by an employer is not a case for the Board, it is a case for the courts.

"4. Don't file charges unless you are absolutely sure you have the facts sufficient to substantiate your charges and that your case is presented honestly and willing to testify to those facts.

"5. Don't file charges if the employer is engaged in a purely local business and the case in no way affects interstate commerce."

GINN & CO.'S STRIKING BOOKBINDERS ARE PAID $24,000 IN BENEFITS

By A. F. of L. News Service.

Cambridge, Mass.—With 100 per cent support from the International Brotherhood of Bookbinders and the International Printing Pressmen's and Assistants' Union of North America, the strike of the union workers in the plants of Ginn & Co., text book publishers, continues to be undiminished vigor.

The Bookbinders' Brotherhood alone has paid its striking members $24,000 in benefits since the strike took place over three months ago.

The Boston office officials of the firm use in their effort to weaken the strike are shown by the canard they spread to the effect that the strike was proclaimed by either the Bookbinders or the Pressmen's Union in order to force upon the firm that the strike carries the full support of both the international unions. The fact is that the strike was a spontaneous refusal to pay union wages and work under union work conditions. The strikers' offer to arbitrate the dispute is also refused.

Both the bookbinders and the pressmen are relying on city central bodies and State federations of labor to carry out the country-to back up their struggle for better work conditions by urging school boards to refrain from buying text books published by Ginn & Co. until the dispute is settled favorably to the unions.